

Grundy Center CSD

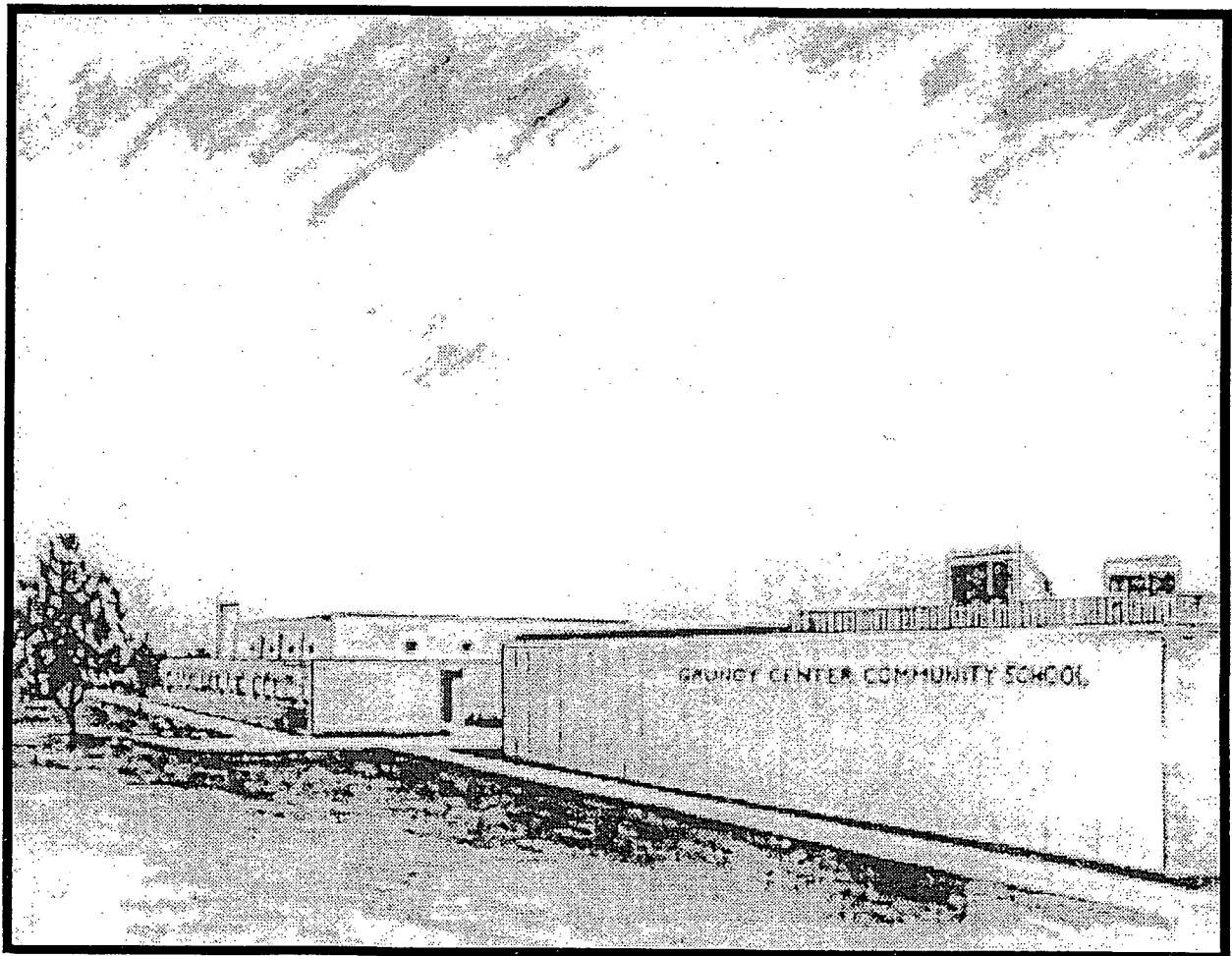
Educ. Assn.

7/1/2006 6/30/2008

Grundy Center Community School

Negotiated Agreement

2006-2008



NEGOTIATED AGREEMENT
BETWEEN THE
GRUNDY CENTER EDUCATION ASSOCIATION
AND THE
GRUNDY CENTER BOARD OF EDUCATION
2006-2008

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ARTICLE I
RECOGNITION

A. Unit

The Board hereby recognizes the Grundy Center Education Association as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument (No. 453) issued by the PERB on the 7th day of November, 1975.

B. Definitions

1. The term "employee", as used in this Agreement, shall mean all Professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
2. The term "Board", as used in this agreement, shall mean the Board of Education of the Grundy Center Community School District or its duly authorized representatives.
3. The term "Association", as used in this Agreement, shall mean the Grundy Center Education Association or its duly authorized representatives or agents.

ARTICLE II
GRIEVANCE PROCEDURE

A. Definitions

1. Grievance

A grievance shall mean a claim that there has been an alleged violation, misinterpretation or misapplication of any of the specific provisions of this Agreement.

2. Aggrieved Person

- a. Every employee covered by this Agreement shall have the right to present grievances in accordance with these procedures.
- b. The failure of an employee to act on any grievance within the prescribed time limits will act as a bar from further appeal.

3. Party in Interest

A "party in interest" is the person or persons making the complaint and any person, including the Association or the Board, who might be required to take action, or against whom action might be taken in order to resolve the complaint.

4. Formal Grievance

Formal grievance shall be defined as Level Two and each level thereafter of the grievance procedure.

B. Purpose

Both parties agree that these proceedings will be kept as informal and as confidential as may be appropriate at any level of the proceedings. It is agreed that any investigation or other handling or processing of any formal grievance by the grievant(s) shall be conducted outside of working hours in a manner which does not interfere with the instructional program and related work activities of the grievant or teaching staff.

C. Procedure

1. Time limits

The number of days indicated at each level shall be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement between the employee and the administration.

2. Year-End Grievance

In the event a grievance is filed at such a time that it cannot be processed through all the steps in this Grievance Procedure by the end of the school year and, if left unresolved until the beginning of the following school year would result in irreparable harm to the aggrieved party, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or within a maximum of thirty (30) calendar days thereafter.

GRIEVANCE PROCEDURE

C. (continued)

3. Level One

- a. An attempt shall be made to resolve any alleged grievance in informal, verbal discussion between the grievant and the building principal.

4. Level Two

- a. If, after the informal discussion with the principal at Level One, the grievance cannot be resolved, the aggrieved person may invoke the formal grievance procedure by filing the grievance in writing with the building principal. The filing of the formal written grievance must be within fifteen (15) school days of the date of occurrence of the event giving rise to the grievance. The written grievance shall be signed by the grievant and a representative of the Association. A copy of the grievance shall be delivered to the appropriate principal. If the grievance involves more than one school building, it shall be filed with both principals. The written grievance shall be dated, state the nature and date giving rise to the grievance, shall note the specific clause or clauses in the contract upon which the grievance is based and shall state the remedy requested.
- b. The appropriate principal(s) shall make a decision on the grievance and indicate his/her disposition of the grievance in writing to the aggrieved person, the Superintendent, and the Association within eight (8) days of the presentation of the formal grievance. If the aggrieved person is not satisfied with the disposition of the grievance or if no disposition has been made at Level Two within the eight (8) school day period, the grievance may be transmitted to Level Three.

5. Level Three

- a. In the event a grievance has not been satisfactorily resolved at the second level, the aggrieved person shall file, within five (5) school days of the principal's written decision at Level Two or if there has been no written disposition at the second level within ten (10) school days of the presentation of the formal grievance, a copy of the grievance with the Superintendent.
- b. The Superintendent shall meet with the aggrieved person within eight (8) school days of receipt of the grievance from the aggrieved person. Within eight (8) days of the third level grievance meeting, the Superintendent shall file an answer in writing with the aggrieved person, the Association, the appropriate principal, and the Board.

6. Level Four

- a. If the grievance is not resolved satisfactorily at Level Three, there shall be available a fourth level of arbitration. The Association may submit, in writing a request on behalf of the Association and the grieving person to the Superintendent within ten (10) school days from the receipt of the Level Three answer to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two parties within seven (7) school days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven (7) school days, the Federal Mediation and Conciliation Service will be requested to provide a panel of seven (7) arbitrators. The parties shall determine by lot which party shall have the right to remove the first name from the list. Each of the two parties will alternately strike one name at a time from the panel until only one name remains. The remaining name shall be the arbitrator.

GRIEVANCE PROCEDURE

6. (continued)

- b. The arbitrator so selected may confer with the representatives of the Board and the Association. The arbitrator may hold formal or informal hearings, examine witnesses and documents, take testimony and receive evidence, require the attendance of witnesses and the production of records to assist in making a decision. Said hearings shall be held promptly and the arbitrator shall issue his/her decision as soon as possible after the close of the hearings or if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact along with his/her reasoning and conclusions on the issues submitted. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.
- c. The arbitrator, in his/her opinion, shall not amend, modify, ignore or add to the provisions of the agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the school district and the Association and his/her decision must be based solely and only upon his/her interpretation of the meaning or application of the expressed relevant language of the agreement.
- d. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and all other costs shall be borne equally by the school district and the Association. Any other expenses incurred shall be paid by the party incurring them.

D. Rights of Employees to Representation

Any aggrieved person may be represented at all stages of the Grievance Procedure by himself or, at his/her option, by a representative of his choosing. If the representative of the employee is not the Association, or a representative selected by the Association, then the Association shall have the right to be present at all levels of the Grievance Procedure.

E. Miscellaneous1. Group Grievance

If a grievance affects a group of employees, the Association may submit such a grievance to the appropriate principal and the processing of such grievance shall be commenced at Level One. The Association may process such a grievance through all levels of the Grievance Procedure if an agreement cannot be reached.

2. Meetings and Hearings

All meetings and hearings under this Procedure shall be conducted in private and shall include witnesses, parties in interest, the aggrieved person(s) and their designated or selected representative.

ARTICLE III
DUES DEDUCTION

A. Authorization

Any employee who is a member of the Association, or who has applied for membership, may authorize deduction of dues in the Association. Such authorization must be in writing on the form as approved by the Board and the Association.

B. Regular Deductions

The Board shall deduct one-tenth (1/10) of the total dues from the regular salary check of the employee for ten (10) pay periods beginning in September.

C. Duration

Such authorization must be renewed each year. Dues deduction authorization may be revoked at any time upon thirty (30) days notice by the employee.

D. Transmission of Dues

The district bookkeeper shall transmit to the treasurer of the Association the monthly amount deducted for professional dues and a listing of the employees for whom deductions were made by the twentieth (20th) day of each month beginning in September and continuing for ten consecutive months.

E. Definition

For purposes of this Article, the word "dues" does not include the collection of initiation fees, special assessments, back dues, fines or similar items.

F. Indemnification

The Association agrees to indemnify and hold harmless the Board, each individual Board member, all administrators and other district employees against any claims, costs, suits, or other forms of liability and all court costs and attorney fees arising out of the application of the provisions in the agreement between the parties for dues deduction.

ARTICLE IV
EMPLOYEE HOURS

A. Work Day

The standard school day for employees shall be from 7:45 a.m. to 3:45 p.m. with the following exceptions: (all exceptions shall be as noted in the current contract)

1. The last day of the work week: Employees will be dismissed five (5) minutes after students.
2. Holiday recesses: Employees will be dismissed five (5) minutes after students.
3. Parent-Teacher Conferences:
 - a. Hours of service including instructional time and time for parent-teacher conferences, two days in the fall and two days in the spring, may exceed eight hours provided the teachers are given compensation time off on the following Friday for hours scheduled over eight (8) hours per day on those scheduled parent-teacher days. This compensated time language may not be used as a precedence for any future negotiated agreements.
 - b. Final decision as to when the parent-teacher conferences shall be held will be the sole and exclusive right of the Board of Education with recommendation from the Inservice Education Committee. The decision shall not be grievable under the terms of this Agreement.
4. Early dismissal for inclement weather or other emergencies: Employees will be dismissed five (5) minutes after the students with the exception of those assigned to the extra duty of riding a bus due to inclement weather or other emergency.
5. Faculty and/or other professional meetings: Faculty and/or other professional meetings shall not begin more than thirty (30) minutes before and shall not last longer than 30 minutes after the end of the standard school day for employees.
6. Special events in which the school participates in State sponsored activities in the event that the entire student body is dismissed for the particular event. Employees shall be dismissed five (5) minutes after students.

B. Meetings

1. Faculty and other meetings: Employees may be required to come early before the start of the regular work day or to remain after the end of the regular work day without additional compensation for the purpose of attending faculty or other professional meetings. Meetings after school shall not be called on the afternoon of the last day of the work week or on any afternoon of any day immediately preceding a holiday or upon any day which employee attendance is not required at school, except in case of an emergency.
2. Notice and agenda: The purpose for a meeting or a tentative agenda shall be given to the employees involved at least one (1) day prior to meetings except in an emergency. Employees shall have the opportunity to suggest items for the tentative agenda.

C. Lunch Periods

1. All employees shall have a daily duty-free lunch period of at least twenty (20) minutes in length.

EMPLOYEE HOURS**C. (continued)**

2. Supervision assignments during the noon lunch periods shall be made by the principal who shall have final authority in determining the duties and the schedule.

D. Leaving the Building

Employees may leave the building without requesting permission during their scheduled, duty-free lunch periods, but shall notify the principal's office.

E. Exceptions

Employees shall be granted permission for short periods of absence at the end of the student day for doctor and dental appointments, provided a substitute is not required to be employed. Other exceptions to this Article may be granted by the Administration but denial of such requests for other exceptions shall not be subject to the Grievance Procedure.

ARTICLE V
EMPLOYEE EVALUATION PROCEDURES

A. Notification

1. Within two (2) weeks after the beginning of each school term, the building principal or appropriate supervisor shall acquaint each employee under his supervision with the evaluation procedures and instruments and advise each employee as the designated supervisor who will observe and evaluate their performance. The purpose of the orientation is to achieve mutual understanding of the evaluation system. No formal evaluation shall take place until such orientation has been completed.
2. A new employee or an employee reassigned after the beginning of the school term shall be notified by the appropriate supervisor of the evaluation procedures in effect. Such notification shall be within two (2) weeks of the first day in the new assignment.

B. Observation and Purpose

All formal evaluations of an employee shall be conducted with the full knowledge of the employee. Formal evaluation gives the Board the opportunity to assess and upgrade the quality of the Grundy Center Community School District teaching staff.

C. Required Observations

Any probationary teacher will be formally observed and evaluated in writing three (3) times per year and this will be done every year that their status is probationary.

D. Required Observations – Continuing Employees

A non-probationary employee shall be formally observed and evaluated in writing once every 3 years.

E. Formal Evaluation Procedures

1. Pre-observation Conference

The evaluator shall conduct a pre-observation conference with each employee to review goals and specific objectives of the classroom prepared by the employee and to discuss the courses being taught during the year by the employee and other relevant topics related to the classroom. This conference shall be held before the first formal observation. A written record of this pre-observation conference shall be prepared by the evaluator and a copy shall be placed in the employee's personnel file. A copy of the written record of this pre-observation conference shall be given to the employee.

2. Observation and Evaluation Procedure

If possible, the observation will last the duration of the class period with at least a twenty (20) minute minimum.

- a. Within five (5) school days after the observation, a written evaluation shall be completed by the principal. This observation and evaluation should be discussed with the teacher within ten school days after the observation. However, failure to meet this ten day time frame will not nullify the observation for meeting the required number of observations as specified in this article.

EMPLOYEE EVALUATION PROCEDURES
(continued)

- b. After the written evaluation based on the observation has been discussed, the form shall be signed and dated by the employee and the principal. The principal shall retain the original copy for the school district personnel file and the employee shall receive a duplicate copy. The employee's signature does not necessarily mean agreement with the evaluation but rather awareness of the content.
 - c. If the employee feels his/her formal written evaluation is incomplete, inaccurate or unjust, he/she may put his/her objections in writing and have them attached to the evaluation report to be placed in his/her personnel file. The file copy of such objection shall be signed by both parties to indicate awareness of the content.
- 3. Suggestions for improvement shall be made by the administrator whenever he/she deems it necessary.
 - 4. When an employee has a variety of courses (i.e., more than one level, some required, some elective, more than one subject), the principal shall make a serious attempt to observe when requested but shall retain the final decision as to whether the observation is necessary and should be made.
 - 5. If possible, observations shall occur at different times of the day spaced throughout the school year.

F. Personnel File Review

- 1. Each employee shall have the right to review the contents of their personnel file. A representative of the Association, at the employee's request, may accompany the employee in this review. The Board or their designee may withhold from the employee's personnel file items deemed to be confidential in nature.
- 2. The Board or its administrative representative, including the building principals, shall not establish any separate personnel file which is not available for the employee's inspection.

G. Personnel File Reproduction

The employee shall have the right to reproduce any of the contents of his/her file which are not deemed by the administration to be confidential in nature.

H. Other Evaluations

Nothing in this Article is to be construed as precluding evaluation of employees, written or otherwise, by any other means whatsoever as deemed appropriate by the administration of the school district including but not limited to informal classroom evaluation. A copy of any written materials relative to other evaluations that become a part of the employee's personnel file shall be given to the employee within ten (10) school days of its inclusion in the employee's personnel file.

I. Formal Evaluation Based on Classroom Observations

For purposes of this Article, formal evaluation shall be defined as that evaluation based on a specified number of classroom observations followed by a prepared written evaluation of each observation. The evaluation procedures outlined in Sections A, B, C, D, and E of this Article apply only to formal evaluations as defined herein.

EMPLOYEE EVALUATION PROCEDURES
(continued)

J. Evaluation Grievance

A teacher or bargaining representative may challenge the fairness and accuracy of past evaluations. The teacher has ten (10) school days, from the time that he or she is made aware of the contents of any written evaluation to file a grievance before adverse action may be taken by the district. Any grievance which has been filed prior to the initiation of adverse action by the school district will be processed according to Article II of the negotiated agreement.

Once any proceeding has begun in which the school district attempts to use past evaluations (formal or informal) to justify adverse action against a teacher, a grievance may no longer be filed. Adverse action shall be defined as withholding a step increase, suspension, termination, layoff, or placement on probation.

All evaluations shall be fair, just and accurate. In an arbitration proceeding, the school has the burden of proof, by a preponderance of the evidence, to prove the fairness and accuracy of all evaluations.

ARTICLE VI
VOLUNTARY TRANSFER PROCEDURE

A. Filing Requests

Employees who desire a transfer may file a written statement of such desire with the Superintendent. Such requests for transfer for the following year shall be submitted within seven (7) calendar days after notification of vacancy has been given by the Superintendent or his designee.

B. Notification of Vacancies

The Superintendent or his/her designee shall deliver to the Association and post in the faculty lounges a list of the vacancies which occur during the school year and for the following school year within five (5) school days after written notice of said vacancy is received by the administration.

Notice of vacancy which occurs outside of the school year shall be mailed to the Association within seven (7) calendar days after written notice of said vacancy is received by the administration.

C. Determination

In the determination of requests for voluntary transfers, the wishes of the individual employee who has filed a request in accordance with Section B of this Article shall be considered by the Board or its designated representative. In filling such vacancies, preference shall be given to the persons determined by the administration to be best qualified for the position. In the event that all applicants for the vacancy are of relatively equal skills, qualifications and ability, the employee with seniority in the Grundy Center Community School District shall be given preference in filling the vacancy. An Administrator will respond to the individual requesting voluntary transfer prior to filling the vacancy if the employee has submitted his/her request for transfer on the district Voluntary Transfer Request Form.

D. Return Rights

Any employee who transfers to an administrative or supervisory position and who later returns to the bargaining unit shall be entitled to retain such rights as may have accrued under this Agreement prior to such transfer to administrative or supervisory status.

ARTICLE VII
INVOLUNTARY TRANSFER PROCEDURE

A. Notice

Notice of an involuntary transfer shall be given, in writing, to the affected employee as soon as practical. If the notice is to be given during the summer months, it shall be sent by certified mail to the employee at the last known address of the employee.

B. Procedure

An involuntary transfer shall be made only after a meeting between the employee involved, the employee's designated representative, the building principal, and the Superintendent, at which time the employee shall be given written reasons for the transfer. It shall be the responsibility of the employee to see that he/she has a designated representative at the meeting.

C. Return Rights

Any employee who transfers to an administrative or supervisory position and who later returns to the bargaining unit shall be entitled to retain such rights as may have accrued under this Agreement prior to such transfer to administrative or supervisory status.

D. Resignation

If an employee resigns in lieu of accepting an involuntary transfer under the provisions of this Article, no penalty for the resignation shall be assessed against the employee.

ARTICLE VIII
STAFF REDUCTION PROCEDURES

A. Coverage

All employees under this Agreement.

B. Layoff

1. In the event that the Board determines that it is necessary to reduce staff, employees with temporary or emergency certification will be reduced first unless needed to maintain existing programs.
2. In the event the Board determines that reduction is necessary beyond attrition or the reduction of those employees with temporary or emergency certification, the Board will determine the area(s) where reduction is needed and notify the Association in accordance with the current Iowa Code for notification to teachers of intent to recommend termination of contract.
3. In the event the Board determines that staff must be reduced at the elementary level, reduction will occur within the following area.
 - a. Kindergarten through sixth (6th) grade.
4. In the event the Board determines that staff must be reduced at the secondary level, reduction will occur with the following area:
 - a. Grades 7 through 12 (curriculum and/or subject area, where applicable.)

Reduction will be made according to the inverse order of seniority within the affected area(s) (as set forth above) provided that there are employees remaining within the affected area(s) who have the necessary ability, training and experience to maintain all district approved programs (curricular and extracurricular) within the affected area(s). In the event that the least senior employee possesses the necessary ability, training and experience needed to maintain existing programs within the affected area(s), the next employee with the least seniority shall be reduced first assuming maintenance of program(s) as set forth above. The process shall be repeated until the necessary reduction is accomplished.

Seniority in the District shall be defined as the consecutive years of service in the Grundy Center Community School District. Employees on approved leaves of absence shall retain their seniority standing. Should two or more employees of equal seniority be affected, then that employee with the least total teaching experience shall be laid off. Should two or more employees still be determined to have the same seniority, then the one whose contract was last returned to the Superintendent's office will be deemed to have the least seniority.

C. Benefits

1. Any employee whose contract has been terminated pursuant to the provisions of this Article shall be given priority as a substitute teacher if they so request in writing.
2. Experience credit will accrue between termination pursuant to this policy and reemployment provided the employee concerned is engaged in full-time teaching in a state accredited school.
3. Fringe benefits will not accrue between termination pursuant to this Article and reemployment. However, any employee terminated pursuant to this Article may be continued in the medical insurance group for one (1) year upon payment of all of the monthly premiums in advance. The school shall make no contribution to any insurance benefits for an employee terminated pursuant to the provisions of this Article.

STAFF REDUCTION PROCEDURES

C. (continued)

4. Any sick leave accrued prior to termination under the provisions of this Article shall be maintained.
5. Any employee reemployed by exercising their recall privileges pursuant to the provisions of this Article shall be given experience credit as if continuously employed within the district provided that said employee is engaged in full-time teaching in a state accredited school during the recall period. If an employee, terminated pursuant to the provisions of this Article, is not engaged in full-time teaching in a state accredited school during the recall period, said employee shall be given the next highest experience step over that experience step he/she had when his/her employment was terminated. Any employee who is recalled under the above stated conditions shall be placed at a salary level as if the employee had been employed in the district continuously, taking into account all adjustments in salary during the recall period.

D. Written Notice and Reasons

The administration shall provide written notice to each employee who may possibly be affected by the staff reduction procedures outlined in this Article and shall be given written reasons thereto in accordance with current Iowa Code for notification to teachers of intent to recommend termination of contract. Such notice shall include specific written reasons for reduction. In the event a personal conference is held by the administration with the employee to deliver the reduction notice, the conference shall not be held during the hours of 8:00 a.m. to 3:30 p.m. on a student instructional day. Any employee terminated pursuant to the provisions of this Article shall have the right to request a private conference with the Board of Education and the administration to discuss the same. It is the intent of this section to comply with the requirements of Section 279.13 et seq, Code of Iowa.

E. Recall

Any elementary employee laid off pursuant to the provisions of this Article, shall have recall rights for a period of two (2) years from the effective date of his/her layoff to any available position for which he/she may be certified within the K-6 area.

Any secondary employee laid off pursuant to the provisions of this Article shall have recall rights for a period of two (2) years from the effective date of his/her layoff to any available position for which he/she may be certified within the specific secondary level (i.e. 7-12) curriculum and/or subject matter area from which he/she was laid off.

Any employee laid off pursuant to this Article who lacks direct recall to a vacancy for which he/she is certified shall have preferential consideration over other applicants from outside the District for a period of two (2) years provided the employee is of equal or greater qualifications for the vacant position and provided further that there are no other employees with direct recall rights demanding the vacant position.

All employees shall have recall rights in inverse order of termination. In the event two or more employees have been reduced on the same date and have equal recall rights to a position, then the employee with the most seniority shall be recalled first.

F. Resignations and Terminations

Any employee who resigns upon request for reasons of staff reduction shall be accorded the rights provided by this policy unless specifically waived in writing.

STAFF REDUCTION PROCEDURES
(continued)

G. Miscellaneous Procedures

1. The Board of Education has the exclusive management right to determine what staff reduction is necessary for any circumstance and the employees that may be affected by said reduction.
2. A claim that there has been a violation of the procedures outlined in the Article shall be subject to the Grievance Procedure, for those employees who have completed two (2) or more years of service in the district.
3. The Board shall annually provide the Association with a current list of those who have retained such rights provided by this Article.

ARTICLE IX
HEALTH PROVISIONS

A. Physical Fitness – New Employees

All new employees are required to provide evidence of physical fitness to perform duties assigned and freedom from communicable disease. Such evidence shall be limited to a statement on the district physical examination form from a licensed physician of the employee's choice within ninety (90) days prior to initial employment attesting to the employee's physical fitness. The Board may require a subsequent examination when, in its judgment, such an examination is relevant to an employee's performance or status. The examining physician shall be selected by the employee. Each new employee shall be advised in writing of the physical examination requirements at the time of employment. Failure to notify the employee as specified shall not deprive the employee of any wages or benefits under this Agreement prior to fulfilling the physical examination requirement.

B. Physical Fitness – Continuing Employees

All continuing employees are required to provide evidence of physical fitness to perform duties assigned and freedom from communicable disease once every three (3) years following initial employment. Such evidence shall be limited to a statement on the district physical examination form from a licensed physician of the employee's choice within ninety (90) days prior to the beginning of the contract year for which the physical examination is required attesting to the employee's performance or status. The examining physician shall be selected by the employee.

C. Cost of Physical Examinations

For all required physical examinations for continuing employees, the board shall pay the cost of the examination that is not covered by Grundy Center's insurance program up to a maximum cost to the district of \$40. The cost of the physical examination for initial employment shall be borne by the employee.

D. Notification

The administration shall notify each employee annually as to the due date of their next physical examination required under the provisions of this Article.

ARTICLE X
SAFETY PROVISIONS

A. Protection of Employees

1. Use of Reasonable Force

An employee may, within the scope of his/her employment and pursuant to Board policy, use and apply such amount of lawful force as is reasonable and necessary to quell a disturbance threatening physical injury to others, to obtain possession of weapons or other dangerous objects upon the person or within the control of the pupil, for the purpose of self-defense, and for the protection of persons or property.

2. Assault of an Employee

a. Leave

When absence arises out of, or from assault or injury pursuant to the use of reasonable force (as outlined above) upon the employee while performing his assigned duties, the employee shall not forfeit any sick leave or personal leave for such absence. The employer shall reimburse the employee for such absence any difference between his regular salary and the total amount received from disability insurance and workmen's compensation benefits. In no case shall the total amount received exceed one hundred percent (100%) of his/her regular salary. In no case shall reimbursements from the school district under this provision extend beyond the end of the contract year during which the incident occurred. The employee shall provide medical proof of the necessity for such leave as a result of the assault or injury.

3. Reporting Assaults

a. Principal

Employees shall immediately report cases of assault suffered by them in connection with their employment to their principal and file a written report with the principal giving the details and facts concerning the incident within three (3) work days.

4. Bomb Threat

No employee shall volunteer, or be requested or required to search for a bomb.

ARTICLE XI
INSERVICE EDUCATION

A. Inservice Education Committee

An Inservice Education Committee with employee representation shall be established by the Board or its administrative representative for the purpose of making written recommendations to the Board and its administrative representative on the structure and content of the district's inservice education program, employee orientations, parent-teacher conferences, or other employee improvement programs.

- B. If meetings for inservice are to be scheduled during the regular work day, members of the Inservice Committee shall be released from their other duties to attend any such meetings.

ARTICLE XII
SICK LEAVE

A. Sick Leave

School personnel shall be granted leave of absence for personal illness or injury with full pay at a rate of seventeen (17) days their first year of employment, and (15) days thereafter, cumulative to one hundred twenty (120) days. Up to (7) of these days per year may be used by the employee for the purpose of attending to illness or injury in the immediate family that requires the absence of the employee from school. Immediate family is defined as in the Bereavement Leave language.

1. The above amounts apply only to consecutive years of employment in the Grundy Center School except for the amount applicable from section B of this article.
2. The Board of Directors reserves the right to extend the cumulative amount for an individual employee at their discretion.
3. Full pay will be granted for sick leave. Any employee absent more than their sick leave credit will be on a leave of absence without pay status.
4. A statement by the employee verifying the absence by reason of illness or disability shall be filed with the Superintendent immediately following the absence. For all absences over three (3) days, the Superintendent may request verification of illness or injury by a doctor's certificate. No specific forms will be required.

B. Transfer of Sick Leave

1. Any employee coming into the Grundy Center School System may transfer one-half (1/2) of his/her accumulated sick leave from the public school system in which he/she was previously employed, providing the employee was employed in the public school during the school year immediately preceding his/her contract in the Grundy Center System.
2. The employee must, no later than 60 days after date of initial employment in the Grundy Center School, file a letter from the Superintendent of Schools or Secretary of the Board of the previous school district certifying the amount of leave accumulated as of the termination date of his/her contract with that district.
3. Accumulated leave of an employee entering the Grundy Center School from any occupation other than a public school shall not be eligible for transfer.
4. Any leave accumulated through employment in a public school which fails to meet the employment requirement as stated in item 1 of this section shall not be eligible for transfer.

C. Notification of Accumulation

Employees shall be given a copy of a written accounting of accumulated sick leave days on the check out day at the close of each school year.

D. Sick Leave Bank

A sick leave bank is available to any teacher covered by sick leave. This sick leave bank shall have 100 days at the start of each school year. To ensure newer staff has sufficient maternity leave and/or for an employee who is unable to work due to personal illness or disability, and who has exhausted all sick leave available, any teacher may use a maximum of 20 days from the sick leave bank. The days from the sick leave bank used by a teacher will be paid to the teacher at that teacher's regular sick leave pay rate.

ARTICLE XIII
TEMPORARY LEAVES OF ABSENCE

Employees shall be entitled to the following temporary, non-accumulative leaves of absence

A. Personal

1. At the beginning of every school year, each employee shall be credited with two (2) days personal leave. Personal leave may be used for any purpose at the discretion of the employee. An employee planning to use personal leave shall notify the principal at least three (3) days in advance of said absence, except in case of an emergency, in which case the employee will still be required to notify the principal in advance of said absence.
2. Personal leave may not be taken on any inservice day including but not limited to parent-teacher conference days and clerical and/or preparation days, except in case of an emergency beyond the employee's control. (The Administration will determine what constitutes an emergency under the provisions of this paragraph).
3. In order to ensure a smooth and efficient operation of the school, no more than two (2) teachers at any organizational level, i.e. elementary, middle school, high school shall be allowed personal leave on any given date.
4. An employee may carry over a maximum of one (1) day of unused personal leave for use in the following school year. The Board shall pay the employee at the close of the school year for each day or portion thereof of unused personal leave (limited to not less than one-half day) not carried forward to the next school year. The amount of payment shall be determined by multiplying the amount of unused personal leave times the rate of pay in effect for substitute teachers.
5. Unused personal leave may be taken by a parent or relative of a Grundy Center student who is participating in a school event at the state level.

B. Religious

Any employee whose religious affiliation requires the observance of holidays other than those scheduled in the school calendar shall be excused by the principal upon request. However, any employee observing a holiday(s) other than those included in the school calendar shall be deducted pay for each day of absence from work for such reason unless personal leave is used.

C. Jury

Certified personnel will be excused for jury duty upon written request presented to the principal no later than three (3) school days in advance of said duty. In order that no person shall suffer financial loss because of such absence, the difference between the employee's regular daily salary and the daily rate of compensation for jury duty shall be paid. Certified personnel participating in jury duty shall request reimbursement from the school in accordance with the above rate by application to the superintendent within ten (10) school days following the last day of jury duty.

TEMPORARY LEAVES OF ABSENCE
(continued)

D. Professional

Attendance at educational meetings or visiting other schools is permitted at full pay if such absence is approved by both the Superintendent and building principal. Any employee who wishes to use professional leave under this section shall make a request in writing to the principal, giving the date, place and specific reasons for the leave. Such request shall be made at least five (5) school days prior to said dates of leave. The principal and the Superintendent shall have the sole right to allow or disallow the requested leave.

E. Bereavement

1. A maximum of five (5) days of full pay shall, upon request of the employee, be granted in the event of a death in a school employee's immediate family. The definition of "immediate family" includes individuals who are considered by the employee to be significant family members.
2. A maximum of one (1) day of leave on full pay shall, upon request of the employee, be granted to attend the funeral of a close friend or other relative not listed above. Employees are to fulfill these obligations by one-half (1/2) day of absence, if possible.
3. Bereavement leave shall be granted by the Superintendent or his/her designee and shall be used for attendance at the funeral and any other purposes directly arising from said death. The number of bereavement days requested shall be granted without loss of pay. Additional days may be granted by the Superintendent or his/her designee at his/her discretion upon the request of the employee.
4. In the event of the death of a student, employee, or employee's spouse the building principal may grant the employees sufficient time without loss of pay to attend the funeral.

F. Absence Without Pay

Absence without pay may be authorized by the Superintendent for purposes considered urgent and necessary. For such absences, deductions from the employee's salary shall be made at full rate.

The employee shall make application for authorization at least ten (10) school days in advance of the occurrence or, if advance application is not possible, not later than two (2) school days after the occurrence. Length of service, previous record of absence other than that for personal illness and the purpose of the absence shall be factors in the decision as to authorization.

G. Association

The Association shall be allowed a total of four (4) days leave to be made available to designated representative(s) to attend conferences, conventions, or other activities at the local, state and/or national level. In no event shall the aggregate amount of Association leave exceed four (4) days. This leave shall be paid leave. The Association shall reimburse the school district the actual cost of each substitute utilized for each day of leave. Notice shall be given to the employee's principal at least five (5) school days in advance of the date of leave.

ARTICLE XIV
SABBATICAL LEAVE

A. Purpose

A sabbatical leave may be granted to any employee by the Board for study, including study in another area of specialization, for travel, or for other reasons of value to the school system.

B. Conditions

Certified personnel having completed three (3) years of service in this school district may submit a written request to the Board of Directors for a one (1) year sabbatical leave.

C. Return

Upon return from sabbatical leave, an employee shall be placed on the salary schedule and maintain the same benefits as he/she would have accrued had he/she taught in the system during such period.

ARTICLE XV
INSURANCE

A. Types

The Board agrees to provide all full-time employees (those employees working twenty-five (25) hours or more per week) the following insurance protection.

1. Hospital, Accident and Major Medical and Dental Insurance

- A. The employee shall pay twenty-five cents (25 cents) per month toward the single rate premium for hospital, accident and Major medical insurance and/or dental insurance.
 - 1. The Board of Education shall contribute a sum equal to the remaining balance for 100% of the single rate premium at the \$100 per person/\$200 per family deductible level for hospital, accident and major medical insurance coverage equal to the coverage in force. An employee may select a higher deductible plan (only one higher deductible plan will be available) with the same company and apply the balance of the Board contribution to any other insurance or Tax Sheltered Annuity provided by the district's Insurance Program Provider.
 - 2. Any employee who has single health coverage provided by the district in accordance with the above provisions and who has health insurance coverage from another source (i.e. spouse's insurance plan) may opt to not have the district's coverage and may instead select a \$100/month payment to be made to the TSA, 401K, 401B or other tax deferred retirement plan of the employee's choosing.
- C. The Board shall pay one hundred percent (100%) of the single rate premium for each employee electing to take dental insurance, providing the number necessary to maintain a dental insurance group as required by the insurance company is maintained.

2. Income Protection or Long-Term Disability Insurance

The Board of Education will pay for the employee one hundred percent (100%) of the premium for income protection or long-term disability insurance.

3. Workmen's Compensation

Each employee shall be covered by workmen's compensation paid for by the Board. The Board shall pay to an employee because of absence due to an injury incurred in the course of the employee's employment, the difference between his or her salary and benefits received under workmen's compensation for a period of no longer than the accumulative sick leave of each employee.

4. School Liability

All employees shall be covered by school-financed liability insurance. Employees required to use personal automobiles in their assigned duties shall be covered by Board-paid auto liability insurance.

5. Payroll Deduction Automobile Insurance

The district allows payroll deduction of automobile insurance upon the request of a sufficient number of employees to meet a payroll deduction group as defined by the insuring company.

6. Tax Sheltered Annuity Plan

Provision for any employee to participate in a tax sheltered annuities plan if requested by the employee is made by the Board of Education.

INSURANCE
(Continued)

7. Payroll Deduction Life Insurance

The district allows payroll deduction of life insurance upon the request of a sufficient number of employees to meet a payroll deduction group as defined by the insuring company.

B. Coverage

Employees new to the district shall be covered by Board paid insurance on the first of the month coinciding with or next following the date of employment.

Coverage will continue in force for the duration of employment. Benefits will terminate at the end of the month in which the employee's employment terminates, with the exception of certified employees who have completed their contract obligation. In the latter case, their coverage will continue through the month of August.

C. Descriptions

The Board shall provide each employee a description of the insurance coverages provided herein within ten (10) days of the beginning of the school year or date of employment, which shall include a clear description of conditions and limits of coverage as provided above. The Board will be responsible for providing insurance information in the form of applications and enrollment meetings.

D. Continuation

Employees on paid leave shall continue to have Board contributions made according to the levels described in this Article. Said contributions to be made only for the duration of this Agreement.

Employees on non-paid leave shall have the option to continue participating in the hospital, accident and major medical insurance at the employee's own expense. However, in the event that an employee absent because of illness or injury has exhausted his/her accrued sick leave, the Board shall continue to pay the insurance premium set forth in Paragraph A. 1. of this article for the duration of this Agreement as long as the employee remains employed by the District. Employees on the other non-paid leaves wishing to continue the hospital, accident and major medical coverage shall pay the premiums themselves to the Board within thirty (30) days of the billing date. It is understood and agreed by and between the parties that the provisions of this paragraph are specifically made subject to the prior approval of the respective insurance carrier. In no event shall employee-paid contributions be accepted after the termination date of this Agreement unless such extension is granted with permission of the Board.

Employees who elect to retire on or after age fifty-eight (58) who have had two consecutive years of employment in the system immediately prior to retirement shall have the option of continuing those Board-provided insurance programs on which the respective insurance carrier agrees to provide continued coverage. In order to exercise this option, the employee must pay the premium(s) for such program(s) to the Board within thirty (30) days prior to the billing due date. Failure to receive such payment within the time specified shall result in cancellation of the coverage.

ARTICLE XVI
WAGES AND SALARIES

A. Schedule

The salary of each employee covered by the regular salary schedule is set forth in Schedule I, which is included herein as Appendix ii and made a part hereof.

B. Placement on Salary Schedule

1. Adjustment to Salary Schedule

Any employee contracted during the school year shall receive credit for experience and advancement toward the next salary step as follows:

- a. If employed for less than sixty (60) consecutive contract days – no credit.
- b. If employed for sixty (60) to one hundred thirty (130) consecutive contract days – one-half (1/2) year credit.
- c. If employed for one hundred thirty-one (131) or more consecutive contract days – one (1) year credit.

2. Credit for Previous Experience

Employees entering the Grundy Center Community School District from another duly accredited school system may receive credit for previous experience up to a maximum of fifteen (15) years. The number of years of experience to be allowed shall be determined at the sole discretion of the Board of Education. The years of experience allowed shall determine at what “step” on the salary schedule the individual shall be placed.

3. Adjustment to Maintain Programs

In an emergency to maintain an existing program, the Board shall have the right to grant any new employee in any teaching area additional increments on the salary schedule.

4. New Hiring Base

Teachers new to the profession and district will be hired on Step 3 of BA lane or Step 3 of the BA 15 lane or Step 2 of the MA lane whichever applies. It is understood by the association and district that no new teacher hired in this way will be hired at a higher salary than a teacher currently employed by the district.

C. Advancements on Salary Schedule

1. Vertical Movement on Schedule

Employees on the regular salary schedule may be granted an increment or vertical step on the schedule for each year of service until the maximum for their educational classification is reached. A year of service consists of employment in the Grundy Center Community School District for one hundred thirty-one (131) consecutive contract days or more in one school year. Credit for less than one year shall be in accordance with paragraph B. 1. a. and B. 1. b. of this article.

WAGES AND SALARIES
(continued)

2. Movement to Higher Education Lanes

Employees on the regular salary schedule who move horizontally from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane as well as moving vertically commensurate with the additional year of experience. For an employee to advance from one educational lane to another, he/she shall make application for additional educational credit with the Superintendent no later than September 15 and pay adjustments shall be retroactive to the beginning of that school year contract.

D. Method of Payment

1. Pay Periods

Each employee shall be paid in twelve (12) equal installments on the 20th of each month. The June check shall be paid on the date the employee receives final administrative clearance on all required year-end check out items, at the option of the employee. This date shall be considered the last pay period of the in-school work year as referred to in item D3 of this Article. The July and August checks shall be paid either on the 20th of those months, or by July 1st, at the option of the employee. Employees shall receive their checks at their regular building and on regular school days unless otherwise requested by the employee.

2. Exceptions

- a. When a pay date falls on or during a school holiday, vacation or weekend, employees shall receive their paychecks on the last previous working day.
- b. Employees who are new in the teaching profession may, at their option, elect to receive up to fifty percent (50%) of the first salary installment after the completion of the first ten (10) workdays of employment. The balance of the contracted salary shall then be prorated over the remaining pay periods.

3. Final Pay

- a. Each employee shall have the option of receiving all or any part of his/her earned, contracted salary on the last pay period of the in-school work year except for the following condition.
- b. In the event of an emergency or uncontrollable general fund expenditures by the district should occur, and payment of the July and/or August contracted salaries will cause the district to exceed the legal authorized budget, the district may hold all or any portion thereof, on an equal basis for all employees, of the July and August contracted salaries until July 1 at which time any withheld amount shall be available to each individual employee at his or her option.

4. Summer Checks

Summer checks, other than for summer school employees, shall be mailed to the address designated by the employee.

WAGES AND SALARIES
(continued)

E. Extended Contract – Basis for Salary Computation

1. Full-Time Duty – Ten, Eleven, or Twelve Months

Employees who are on full-time duty for ten (10), eleven (11) or twelve (12) months will receive compensation on a pro rata basis of the regular school year contract unless their contract specifically calls for computation of salary in some other manner.

2. Driver Education Instruction – Summer Only

a. Classroom Instruction

Employees shall receive compensation at the rate of thirty-five (\$35) dollars per student completing the classroom phase of driver education.

b. Driving Time Instruction

The rate of reimbursement for driving time instruction and all other driver education instruction other than classroom shall be eighty dollars (\$80) per student completing the driving phase of driver education.

F. Career Employees

Those employees past the final step on the salary schedule shall receive one thousand dollars (\$1,000.00) in addition to their previous salary or the amount of increase for the final step of the appropriate lane of the schedule as generated by any schedule modification whichever is larger. The final step is defined as those employees who have completed at least one year in the final or highest-paying step in any of the schedule's educational lanes. Career employees whose contracts are reduced to less than full-time shall be eligible for a pro-rated share of the One Thousand Dollars (\$1,000.00) guaranteed increase. (e.g. – a teacher reduced to half-time would be guaranteed a Five Hundred Dollar (\$500.00) increase over one-half the previous year's final step on the appropriate lane.)

ARTICLE XVII
SUPPLEMENTARY SPECIAL DUTIES

A. Approved Activities

The extracurricular activities listed in Schedule II are official school sponsored activities covered by school insurance.

B. Assignment

The extracurricular activities listed in Schedule II shall be assigned by the Board. Any employee in the district may volunteer for any extracurricular activity assignment. If the Board chooses to assign an extracurricular activity to any employee who volunteers, and two or more employees whom the administration determines have relatively equal qualifications volunteer for the assignment, the employee with the greatest length of service in the district will be given preference in making the assignment.

The Administration shall deliver to the Association and post in the faculty lounges a list of the vacancies for assignments listed in Schedule II which occur during the school year and for the following school year within five (5) school days after written notice of said vacancy is received by the Administration.

Notice of vacancies for assignments listed in Schedule II which occur outside the school year shall be mailed to the Association within seven (7) calendar days after written notice of said vacancy is received by the Administration.

C. Supplementary Special Duties Schedule

Coaches of special activities, special subject teachers and those performing certain special duties and functions shall receive extra pay, above the regular Salary Schedule I, for each assignment as set forth in Schedule II for Supplemental Duties. Advancement within the various ranges, shall occur annually. The advancement rate shall be based on the employee's previous year's Schedule II salary, except as specified otherwise, until the maximum pay as stipulated in Schedule II has been reached. The rates shall be as per the schedule in Appendix iv.

Any coach within the system who moves from a junior high or an assistant coaching position to a head coaching position in the same sport shall retain his/her years of experience for salary advancement purposes.

D. Expenses for School Business Travel

1. For the use of personal automobile for school sponsored and approved field trips, and/or performance of special duties assignments and other school business, the Board shall pay the state approved rate per mile. Payment shall be made upon proper filing and certification of such travel.
2. The Board shall provide adequate liability insurance protection for employees when using their personal automobile as provided in Section D, paragraph 1 above.

SUPPLEMENTARY SPECIAL DUTIES
(continued)

E. Special Assignments

1. Each employee will be given the opportunity, prior to the date for return of their individual contract, to volunteer for as many special assignments as they choose.
2. The special assignments shall consist of the following duties to be assigned by the School Administration.
 - (a) Ushering at school events as required
 - (b) Tournament, festival and contest work. All types of duties involved for hosting these types of activities either State, Conference, or locally sponsored.
 - (c) Chaperoning student buses on trips out of town.
 - (d) Special activity assignments such as host duty, timing events, scoring events, and any other duties related to school activities.
 - (e) Miscellaneous duties which may be assigned.
3. If there are not enough volunteers to take all of the assignments, the remaining assignments may be assigned equally to all employees. Nothing in this article, however, shall be construed to deny Management the right to make assignments to others not covered by this Agreement.
4. Determination of all hours and/or work for special assignments shall be the exclusive right of Management.
5. All special assignments shall be reimbursed at the rate of \$8.00 per hour. Payment for special assignments shall be made by separate check at the close of the school year.

F. Committee Chairperson for Special Projects

If there is a need for a committee chairperson in any area, curricular or extracurricular, the administration may appoint an employee within that area by mutual agreement of both parties. At the completion of the assignment, the administration may recommend to the Board compensation for the work done.

G. Restrictions, Management Rights, and Placement

1. In the event an employee is fulfilling two or more positions whereby the instructional or supervision time runs concurrently, the salary shall be determined by appropriate placement on the assignment to the higher scale plus one-half (1/2) only of the appropriate dollar placement on the other assignment(s).
2. Determination of the salary for any assignment not listed in Schedule II shall be the exclusive right of the Board.
3. Employees who are assigned to any of the duties in Schedule II for the first time shall not be given a salary which will exceed the salary of any employee on Schedule III performing comparable duties and having equal qualifications and experience.

SUPPLEMENTARY SPECIAL DUTIES

G. (continued)

4. Additional advancement on Schedule II in the amounts listed herein may be granted for exceptional or meritorious service upon recommendation of the administration and approval of the Board.
 - a. Employees with less than three years experience for an assignment, 16% of the Schedule II current contract salary for the assignment.
 - b. Employees with three or more years experience for an assignment, 20% of the Schedule II current contract salary for the assignment.

Advancement for exceptional or meritorious service shall not be subject to the Grievance Procedure.

5. At least one-third (33%) of the total amount of supervision and instruction time required for supplemental duty assignments must be outside of the hours 8:30 a.m.-3:30 p.m. in order to qualify for the salary ranges listed in Schedule II.
6. For any revisions in schedule II that result in a decrease in salary for anyone currently employed, that person will maintain his/her current salary until such time as the maximum for that position again exceeds his/her compensation.

ARTICLE XVIII
SEPARABILITY

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law. All other provisions or applications shall continue in full force and effect.

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ARTICLE XX
DURATION

A. Notices

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions(s) of this Agreement, either party shall do so by letter at the following designated addresses or at such other address as may be designated by a party in written notification to the other party.

1. If by Association, to Board at The School Administration Building
1301 12th Street
Grundy Center, IA 50638
2. If by Board, to Association at 1006 M Avenue
Grundy Center, IA 50638

B. Duration Period

This Agreement shall be effective as of July 1, 2006, and shall continue in effect until June 30, 2008.

C. Items which may be reopened

Salary items only, excepting that each party to the contract can reopen one (1) non-salary item.

D. Signature Clause

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 6th day of March, 2006.

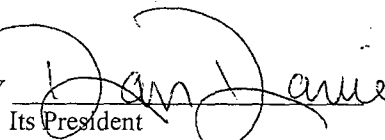
Grundy Center Education Association
ASSOCIATION

Grundy Center Community School
BOARD OF DIRECTORS


BY


Its Co-President
Sue Graham

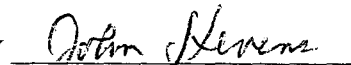
BY


Its President
Dan Davie

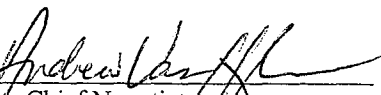
BY


Its Co-President
Mary Rickert

BY


Its Chief Negotiator
John J. Stevens

BY


Its Chief Negotiator
Andrew VanHooreweghe

APPENDIX

-i-

DUES DEDUCTION FORM:

GRUNDY CENTER COMMUNITY SCHOOLS
REQUEST FOR PROFESSIONAL DUES DEDUCTION

I request that the Board of Education deduct total professional dues of \$ _____ in ten equal installments of \$ _____.

Signed _____

Date _____

This completed form must be filed with the district bookkeeper no later than September 5. In the event the completed form is not filed on or before the above date, the September deduction will be made with the October deduction.

APPENDIX -- ii --
GRUNDY CENTER COMMUNITY SCHOOL DISTRICT
2006-2007 SALARY SCHEDULE

STEP	BA	BA+15	BA+35	MA	MA+15	MA+30
1	1 25130	1.04 26135	1.08 27140	1.12 28146	1.16 29151	1.2 31362
2	1.04 26135	1.08 27140	1.12 28146	1.16 29151	1.2 30156	1.24 32407.648
3	1.08 27140	1.12 28146	1.16 29151	1.2 30156	1.24 31161	1.28 33453
4	1.12 28146	1.16 29151	1.2 30156	1.24 31161	1.28 32166	1.32 34498
5	1.16 29151	1.2 30156	1.24 31161	1.28 32166	1.32 33172	1.36 35544
6	1.2 30156	1.24 31161	1.28 32166	1.32 33172	1.36 34177	1.4 36589
7	1.24 31161	1.28 32166	1.32 33172	1.36 34177	1.4 35182	1.44 37635
8	1.28 32166	1.32 33172	1.36 34177	1.4 35182	1.44 36187	1.48 38680
9	1.32 33172	1.36 34177	1.4 35182	1.44 36187	1.48 37192	1.52 39726
10	1.36 34177	1.4 35182	1.44 36187	1.48 37192	1.52 38198	1.56 40771
11	1.4 35182	1.44 36187	1.48 37192	1.52 38198	1.56 39203	1.6 41816
12	1.44 36187	1.48 37192	1.52 38198	1.56 39203	1.6 40208	1.64 42862
13	1.48 37192	1.52 38198	1.56 39203	1.6 40208	1.64 41213	1.68 43907
14	1.52 38198	1.56 39203	1.6 40208	1.64 41213	1.68 42218	1.72 44953
15	1.56 39203	1.6 40208	1.64 41213	1.68 42218	1.72 43224	1.76 45998
16	1.6 40208	1.64 41213	1.68 42218	1.72 43224	1.76 44229	1.8 47043

GRUNDY CENTER COMMUNITY SCHOOL DISTRICT

2006-07 SUPPLEMENTAL PAY SCHEDULE

LEVELS

- I Head Coaches: Basketball, Football, Wrestling, Volleyball, Baseball & Softball; Instrumental & Vocal Music
- II Assistants to Level I--Head Coaches: Golf, Tennis, Track, Cross Country, HS Cheerleading, Drama & Drill Team
- III Assistants to Level II--JH Coaches: Basketball, Football, Wrestling, Track, Volleyball, FFA Advisor
- IV Assistants to Level III--Pep Club Sponsor, Speech Contest (Individual & Large Group), Annual, Newspaper
- V Assistants to Level IV--JH Cheerleading
- VI Art Club, Computer Club, Foreign Language Club, Thespians, Other Clubs
- VII National Honor Society
- VIII Elementary Music for Musical, High School Musical, Music Director

2006-07 BA BASE = \$ 25,130

	LANE I	LANE II	LANE III	LANE IV	LANE V	LANE VI	LANE VII	LANE VIII
STEP 1	10.15%	8.50%	6.60%	5.15%	4.40%	4.50%	3.95%	3.05%
STEP 2	11.05%	9.40%	7.30%	5.65%	4.80%	4.80%	4.20%	3.30%
STEP 3	11.95%	10.30%	8.00%	6.15%	5.20%	5.10%	4.45%	3.55%
STEP 4	12.85%	11.20%	8.70%	6.65%	5.60%	5.40%	4.70%	3.80%
STEP 5	13.75%	12.10%	9.40%	7.15%	6.00%	5.70%	4.95%	4.05%
STEP 6	14.65%	13.00%	10.10%	7.65%	6.40%	6.00%	5.20%	4.30%
STEP INCREASES =	0.90%	0.90%	0.70%	0.50%	0.40%	0.30%	0.25%	0.25%

2006-07 SUPPLEMENTAL PAY SCHEDULE

	LANE I	LANE II	LANE III	LANE IV	LANE V	LANE VI	LANE VII	LANE VIII
STEP 1	2,551	2,136	1,659	1,294	1,106	1,131	993	766
STEP 2	2,777	2,362	1,834	1,420	1,206	1,206	1,055	829
STEP 3	3,003	2,588	2,010	1,545	1,307	1,282	1,118	892
STEP 4	3,229	2,815	2,186	1,671	1,407	1,357	1,181	955
STEP 5	3,455	3,041	2,362	1,797	1,508	1,432	1,244	1,018
STEP 6	3,682	3,267	2,538	1,922	1,608	1,508	1,307	1,081